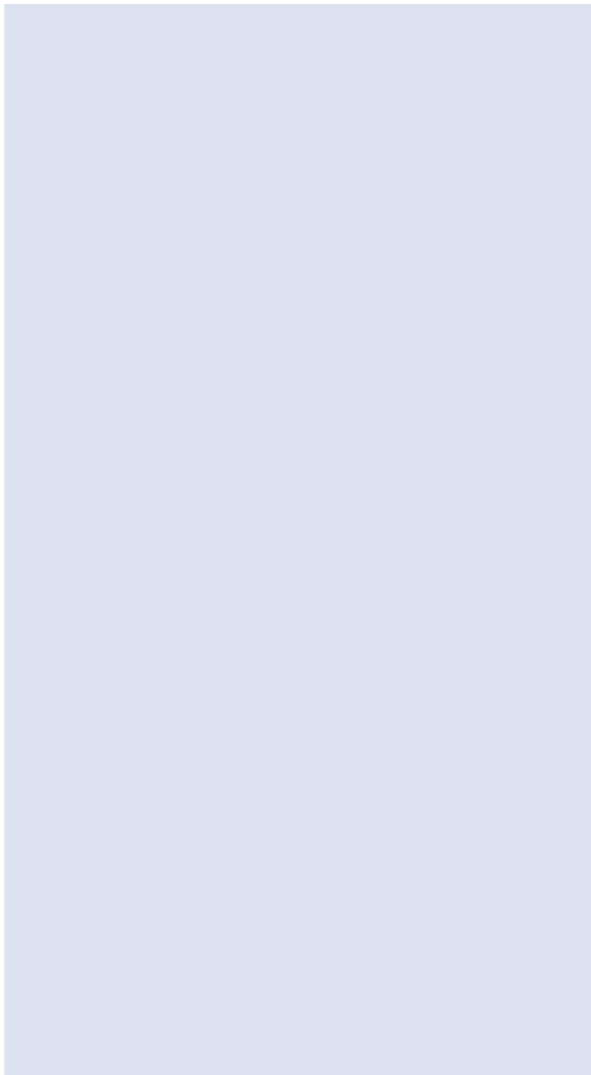


Tehama-Colusa Canal Authority Is Seeking A General Manager



Tehama-Colusa Canal Authority



THE AUTHORITY

The Tehama-Colusa Canal Authority, a joint powers authority headquartered 90 miles north of Sacramento in Willows, California, is seeking a progressive leader to serve as General Manager.

Established in 1987, the Authority serves 18 agricultural water districts along the Western Sacramento Valley who contract for Central Valley Project (CVP) water with the Federal Bureau of Reclamation (Bureau). The Authority operates and maintains two distribution canals built as part of CVP facilities that convey up to 325,000 acre feet annually to districts serving over 150,000 acres of land in Tehama, Glenn, Colusa and Yolo counties. The Corning Canal, completed in 1959, is a 21-mile long earth-lined canal with 10 distribution gates that starts at the Bureau's Red Bluff Diversion Dam on the Sacramento River and ends about four miles south of Corning. The Tehama-Colusa Canal, completed in 1980, is a 111-mile long concrete-lined structure with 22 distribution gates that also starts at the Diversion Dam and ends two miles south of Dunnigan.

The Mission of the Tehama-Colusa Canal Authority is to secure and protect dependable and affordable sources of water and to operate and maintain the works designed to deliver such water.

Originally the canals were operated by the Bureau. However, declining Federal funding eventually required the districts to take over distribution operations. The districts responded by creating the Authority. In 1996, the Authority assumed independent, "self funded" operations under a new contract with the Bureau.

The Authority is governed by a 15 member Board of Directors, one each from the water districts that formed the Authority. Each Board member is appointed by the governing body of their individual

member district to serve at the will of the district. The Board appoints the General Manager and contracts for legal services for the Authority. The Board meets once a month for regular meetings.

THE REGION

Rich farmland, rolling hills and scenic valleys characterize much of the area that is home to the Tehama-Colusa Canal Authority. This is a family-oriented region with a proud heritage in agriculture. The climate in this area produces heavy crops of almonds, prunes, olives, rice, wheat, corn, beans, and tomatoes, among others.

Primarily rural in nature, the region has suburban housing, commercial and entertainment centers in Chico and Red Bluff. The region and its communities take pride in their cultural events, historical landmarks, and many outdoor recreational activities including plentiful water sports, hunting and fishing. The Sierra Nevada mountain range is nearby. Excellent institutions of higher education are available in both Chico and Sacramento. The ability to enjoy a slower paced lifestyle combined with easy accessibility to the urban areas of Sacramento and the San Francisco Bay Area, make this an attractive area in which to live and work.

THE POSITION

Reporting to the Board of Directors, the General Manager is responsible for planning, organizing, directing and coordinating all activities and functions of the Authority. This includes, but is not limited to:

- directing the operations, maintenance, and general affairs of the Authority and its facilities
- delegating and assigning work to subordinate supervisors and staff
- analyzing and developing reports on Authority programs, services, operating procedures, and administrative issues
- collecting, assembling, analyzing, and interpreting data related to operations, including functions, organizational structure, staffing, policies and procedures
- providing advice and consultation on the development of programs and policies to the Board of Directors, Authority staff, consultants and other agencies
- reviewing legislation and literature, and preparing summary briefs and analysis for the Board
- advising the Board of activities and changes being implemented
- representing the Authority in its coordination with other government agencies, support organizations, regulatory agencies, professional associations, and technical consultants
- assuming responsibility for all Authority personnel matters
- regularly updating the Board of Directors regarding personnel operations, problems, policies, and administrative information



The General Manager leads the Authority's work force of 22 operations, maintenance, technical and administrative employees. These include two key direct reports: Manager of Administration, and Chief of Operations & Maintenance. The General Manager oversees the Authority's \$2.5 million FY04 operating budget.

The Authority has employed three General Managers since 1988.

CURRENT ISSUES AND PRIORITIES

Current issues and priorities the General Manager will need to address include:

Long-Range Planning – The Authority needs an evaluation of its facilities and equipment to determine current condition and maintenance requirements. The General Manager will use this information in preparing and recommending a plan for long-term facility maintenance and related financing to the Board.

Funding Strategies – The majority of the Authority's funding comes from the member water districts based on water sales to their customers. At times in recent years water allocations from the Bureau have been significantly reduced causing difficulty for member districts to provide the Authority with required funds. The General Manager will present the Board with alternative Authority funding strategies that can assist member districts during possible water shortfall years in the future.

Organizational Leadership – The Authority has assembled an experienced and talented staff, with relatively low employee turnover. The General Manager will be expected to lead and mentor Authority staff, foster an environment of open communication, and provide staff with clear information and direction on Board policies and goals.

IDEAL CANDIDATE

The ideal candidate will be an experienced water manager or high-level assistant with demonstrated management abilities, significant knowledge of water resources and agricultural economics, and familiarity with Federal water systems. The successful candidate will be an energetic, personable, and innovative leader with excellent communication, problem solving, and consensus building skills. Public sector experience is desirable.

Specific qualifications are as follows:

Education and Experience

A Bachelor's degree and at least five years of increasingly responsible management experience are expected.

Competencies

- assists the Board in the development of long-term Authority goals, and lead efforts to attain such goals
- establishes and maintains cooperative relationships with member districts, the Bureau and other governmental agencies, support organizations, and the general public
- exercises discretion, initiative and independent judgment in interpreting and establishing policies for the effective operation of the Authority
- achieves efficient operations and meets program goals through the effective use of Authority staff; a team builder and mentor; develops staff to their fullest potential
- effectively represents the Authority with individual citizens, community groups, support organizations and other governmental agencies to further Authority objectives

Personal Characteristics

- intelligent, innovative and confident
- a self starter; operates with a sense of urgency; timely and responsive
- a people person; accessible and approachable
- an effective listener and communicator, both orally and in writing
- decisive; able to say "no" when necessary
- comfortable in being visible in the community and with other leaders
- serves impressively as Authority spokesperson when necessary
- politically astute, yet apolitical
- calm under pressure; thick skinned; and has a good sense of humor



COMPENSATION AND BENEFITS

The salary for the General Manager is open and negotiable based on the qualifications of the successful candidate. The Authority offers a comprehensive benefit package, including:

Pension Plan – Authority pays 12.5% of gross earnings into a 401K pension plan; 100% vested immediately.

Health Insurance – Authority pays \$500 per month towards employee and family health insurance premiums.

Life Insurance – Authority paid \$10,000 life insurance policy.

Holidays, Vacation and Sick Leave – Nine paid holidays, 12 sick leave days per year, vacation leave is negotiable.

Authority does not participate in Social Security.



APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this position, please submit a resume with current salary and the names of three work-related references directly to:



Kris Kristensen
SHANNON EXECUTIVE SEARCH

241 Lathrop Way
Sacramento, CA 95815

916 / 263-1401

Fax: 916 / 561-7205

Email: resumes@cps.ca.gov

Shannon web site: www.cps.ca.gov/search

The final filing date for this position is **Friday, April 23, 2004.**

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants in early May. Candidates appearing best suited for the Authority will be reported to the Board of Directors. The Board will invite approximately 5-7 candidates to participate in an interview in Willows sometime in late May. An offer of appointment is anticipated in June following full reference and background checks, and a final interview.



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